



LINCOLN HEIGHTS NEIGHBORHOOD ASSOCIATION

2012 Board Retreat

**HOSTED BY THE CITY OF CHARLOTTE AT
FOUNDATION FOR THE CAROLINAS**

2012

LINCOLN HEIGHTS NEIGHBORHOOD ASSOCIATION

2012 BOARD RETREAT

Background

On Saturday, July 14, 2012, the board members of the Villa Heights Neighborhood Association participated in a board retreat facilitated by the City of Charlotte, hosted at Foundation For The Carolinas. The following board members participated in the retreat:

- Crystal Alford
- Kimberly Mitchell
- Walter Dial
- Thelma Byers-Bailey
- Rev. Mildred McCullough



The City of Charlotte values citizen leadership and its ability to make an impact in the communities in which we all live, work, play and shop. With this in mind, the board retreat process was initiated to help neighborhood based organizations develop strategic plans to improve quality of life in their communities.

Purpose

The purpose of the board retreat was to

- Generate meaningful conversations around improving quality of life in our community
- Set clear goals and priorities for the upcoming year(s)
- Develop a vision and strategic priorities for our community

Process

Our board retreat was conducted by an external facilitator, tasked to keep our conversations on-task, productive, and focused on achievable objectives. The process was designed to help us capture what was the best of the past, what is the best of the present, and how we can add to our strengths to build a better future. The focus was:

- Developing a vision to guide our decision making and activities
- Developing strategic priorities that aligned with our vision
- Developing project ideas



The agenda for the day was as follows:

- Introductions
- Where Have We Been? Where Are We Going?: Arrow Activity
- Where We Want to Be: Vision Statement Exercise
- Seeing the Forest through the Trees: Developing Strategic Priorities
- Working Lunch – The Year Ahead
- Where's the Energy – Energygram Exercise
- Project Planning Worksheet Review



Where Are We Going, Where Have We Been?

We began our day with paired interviews, using the “Where Are We Going, Where Have We Been?” activity. The activity was intended to help us reflect on:

- What we value
- What are the best things about our community and the people who live here
- What are our past successes
- Where are the potentials and possibilities

After interviewing our partners we shared our discussion with the group, finding commonalities in our conversations (see next page).

Where We Were: Reflecting on our past, what were some of the best/worst moments?	Where We Are: Why/why not would a person/business want to move into our community?	Where We Want to Be: If you could make 3 wishes to make our community flourish, what would they be?
<p>Positive</p> <ul style="list-style-type: none"> - African American middle class home ownership - Pride in Community - Investment (financial) in property - Thriving schools - Schools of Distinction; Schools of Excellence (i.e. Lincoln Heights, West Charlotte High & Northwest School for the Arts) - History of politician, entrepreneurs, attorneys and educators who advocated for the community - Better City transportation traveling through the neighborhoods - Netter infrastructure –lighting, bus seating 	<p>Why Not</p> <ul style="list-style-type: none"> - 80/20 renter/home ownership - traffic (a lot of cut thru traffic) to avoid highway back up, creates safety issues, as well as, the wear and tear on streets - Lack of lighting increases crime, vandalism - Lack of entertainment venues; quality restaurants and businesses; lack of access to fresh foods; no rec centers for children <p>Why</p> <ul style="list-style-type: none"> - Easy interstate access (geographical location) - Skyline view toward uptown - Land banking -Ties to family - Historical district - Close to churches - People are friendly and approachable - Beautiful parks – particularly developed property 	<ul style="list-style-type: none"> - Accountable resources from City councilmen to code enforcement - A designated meeting building/facility as the Lincoln Heights Community Cultural Center - Swings/basketball courts for our neighborhood park.

Based on this activity, our group identified shared values that would help us craft the vision for our community:

- Collaborative partnerships
- Homeownership
- Pride in community
- Relationships



Our Vision

Our vision is the unifying statement for our community that will guide our decision making and reminds us of what we are trying to reach. It is based on our shared values and preferences for our community's future. It combines the best of what was, what is, and what could be.

OUR VISION:

RESTORE LINCOLN HEIGHTS TO BE A THRIVING AND VIBRANT
NEIGHBORHOOD OF RESIDENTS TAKING PRIDE IN THEIR
COMMUNITY AND INSPIRED TO ESTABLISH COLLABORATIVE
PARTNERSHIPS AND COLLABORATIVE RELATIONSHIPS.

Strategic Priorities

After committing to a shared vision, the board began to brainstorm on strategic priorities. This is where we began to define what is most important to us in order to achieve our vision. Strategic priorities are initiatives that will help us move closer to our vision for our community. The idea is to focus on a few things and do them very well as opposed to many things and missing the mark.

We started out thinking big and then narrowed down our focus. We utilized the Affinity Mapping Process, detailed below:

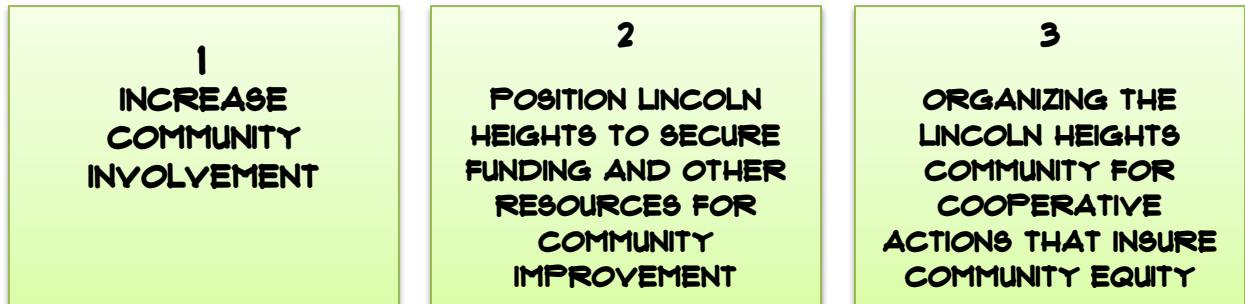
- Grab some sticky notes from the table. Keeping the vision statement in mind, write down as many of the following as you can think of, one per sticky note:
 - Current action items getting you closer to our vision.
 - Current realities keeping you from our vision.
 - Possible priorities/actions items to get us closer to our vision.
- Place the sticky notes on the chart paper.
- Organize the ideas by natural categories. Which ideas go together? Feel free to move any post-it note to another place. Move yours, move those of others, and feel free to do this. Do not be offended if someone moves yours to place where you feel it does not belong, just move it where you believe it goes.
- Once everyone agrees on the groups, give each one a name.



This activity led us to the following categories:

- Increase Community Involvement
- Position Lincoln Heights to Secure Funding and Other Resources for Community Improvement
- Organizing the Lincoln Heights Community for Cooperative Actions that Insure Community Engagement

The board then identified the three priorities that were most important for us to begin working on to achieve our vision:



Potential Projects

The board then began to brainstorm on possible projects or activities that aligned with their strategic priorities:

Increase Community Involvement

- Lincoln Heights Cultural Center

Organizing the Lincoln Heights Community for Cooperative Action that Insures Community Engagement

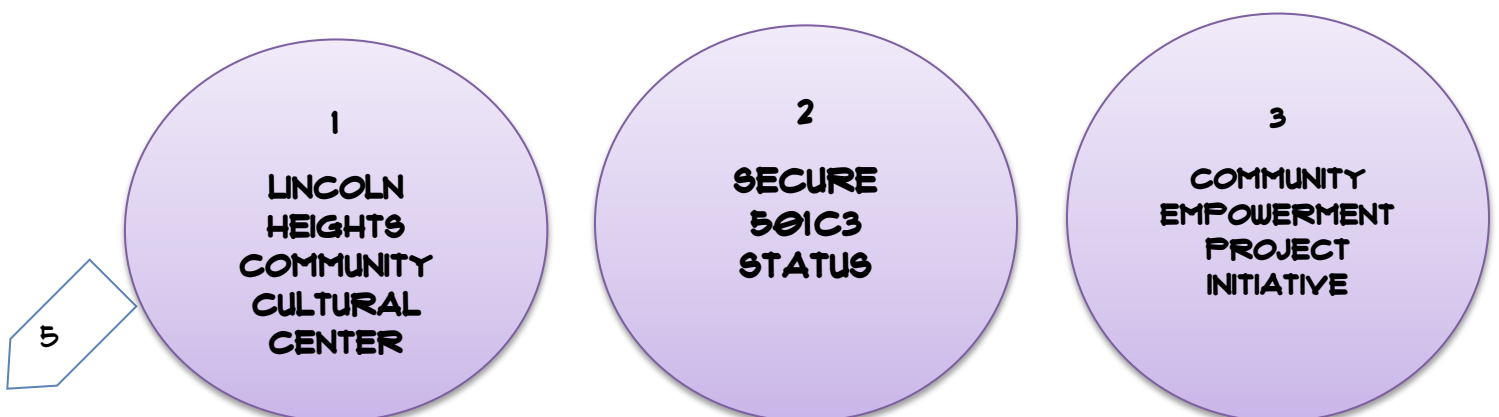
- Community empowerment project
- Neighborhood watch (i.e. block captains)
- GED
- Health education
- Dietician education

Position Lincoln Heights to Secure Funding and Other Resources for Community Improvement

- 501c3
- Playground equipment
- Communications
- Community Garden
- Furniture for cultural center

Action Items for 2012-2014

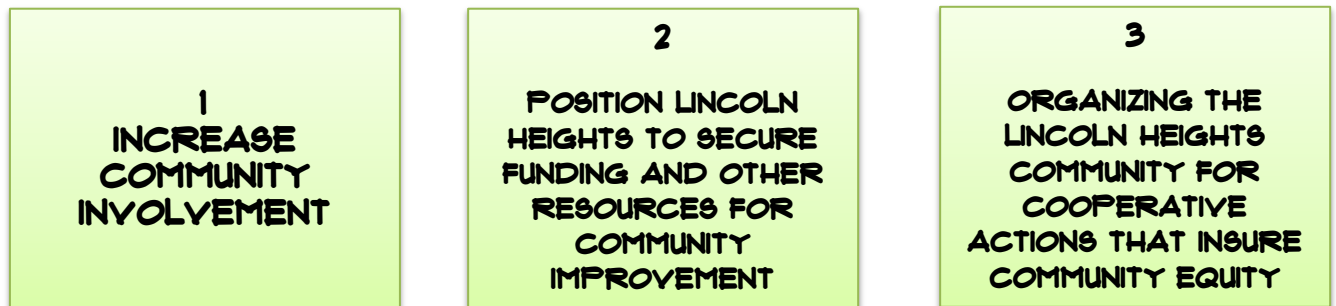
After identifying potential projects, the board voted on one project to pursue for each strategic priority in 2012-2014:



OUR VISION:

RESTORE LINCOLN HEIGHTS TO BE A THRIVING AND VIBRANT NEIGHBORHOOD OF RESIDENTS TAKING PRIDE IN THEIR COMMUNITY AND INSPIRED TO ESTABLISH COLLABORATIVE PARTNERSHIPS AND COLLABORATIVE RELATIONSHIPS.

TO HELP REACH OUR VISION; WE WILL FOCUS ON THREE STRATEGIC PRIORITIES:



IN 2012-2014, WE WILL WORK ON THESE ACTIVITIES GUIDED BY OUR PRIORITIES:

